

File Personnel-12

Extra Supply

78-5168

c. As a further protection to the employee identified in this process, the career services will establish an independent panel to review each case on its individual merits and present its findings to the head of the career service.

d. The common criteria for promotion in all career services are presently set forth in [REDACTED]. Further guidance on these precepts is under study. The career services should carefully consider [REDACTED] with a view to adding specific criteria as applicable to each particular career service or subgroup. The publication of these specific criteria will further the individual employee's understanding of how selection for promotion is achieved, and how to become qualified for promotion. Any additional promotion criteria must be developed and published by the career services by 15 May 1978. ✓

STATINTL

e. As already established for the D Career Service, the rankings and recommendations for promotion from the evaluation boards and panels can only be changed by the Director.

f. There will be established and published a uniform promotion schedule for all career services (i.e., all GS-09's will be promoted in the same month, etc.). The Office of Personnel will work with the heads of the career services in establishing an Agency-wide uniform promotion schedule for all grades. The lists of those promoted will be published and available to all employees.

/s/ Frank C. Carlucci

Frank C. Carlucci

Distribution:

- Orig - ODA
- 1 - Each additional addressee
- 1 - ODCI
- 1 - ER
- 1 - O/Pers
- 1 - ODA S [REDACTED]
- 1 - JFB C [REDACTED]

O/Personnel

Rewritten: DDA: O/Drake: King (4 Apr 78)

Rewritten: DDCI: FCCarlucci: sm (7 Apr 78)